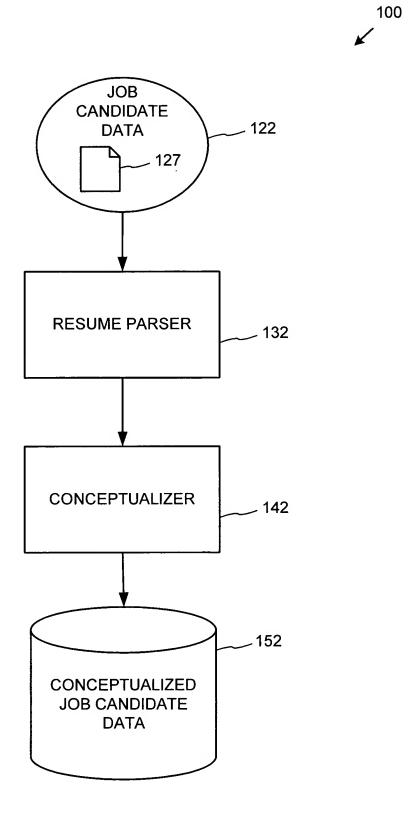
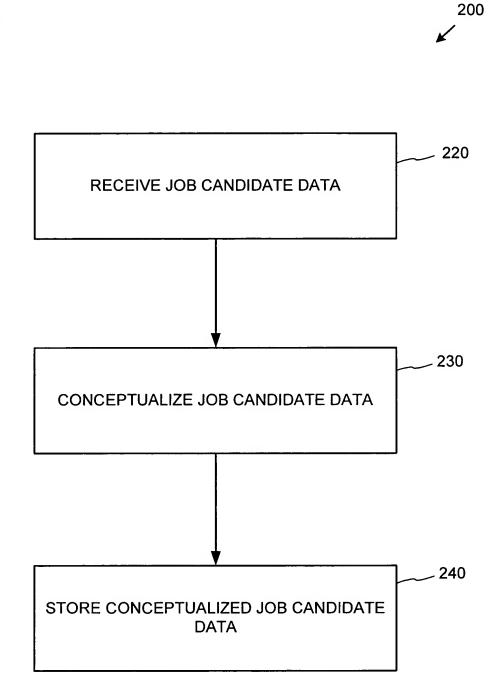
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INFORMATION

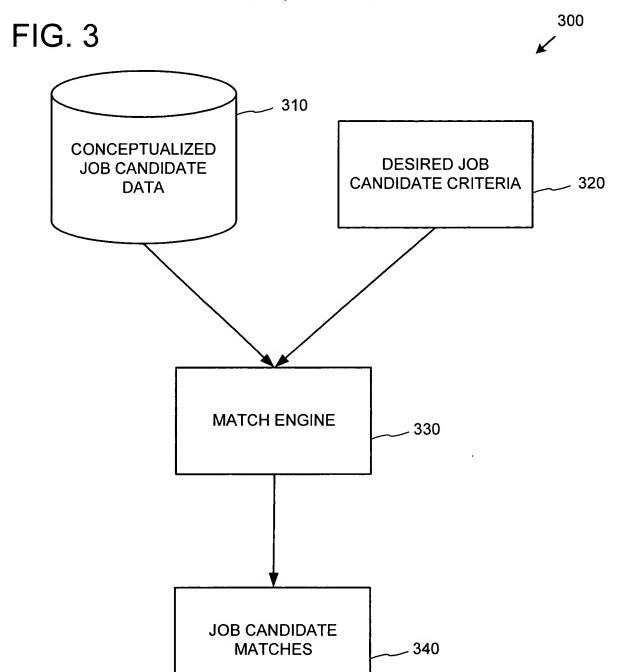
FIG. 1



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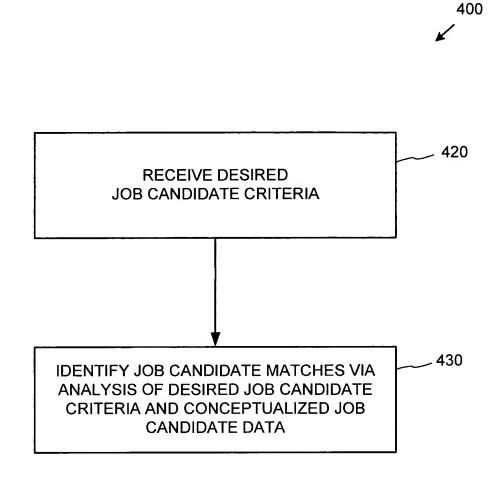
FIG. 2





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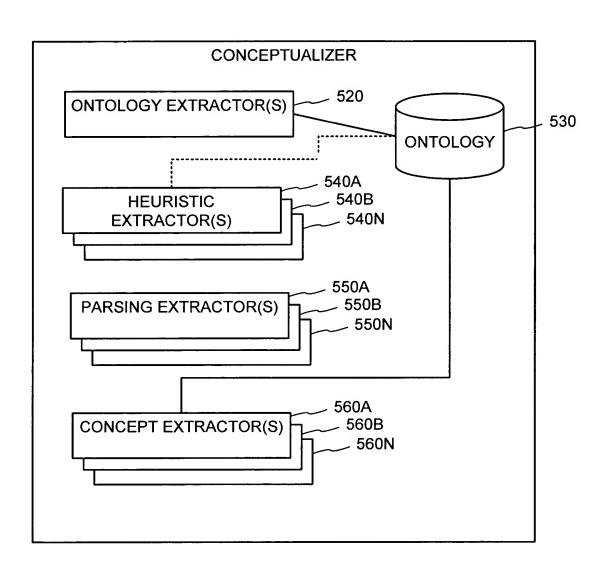
FIG. 4



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FIG. 5



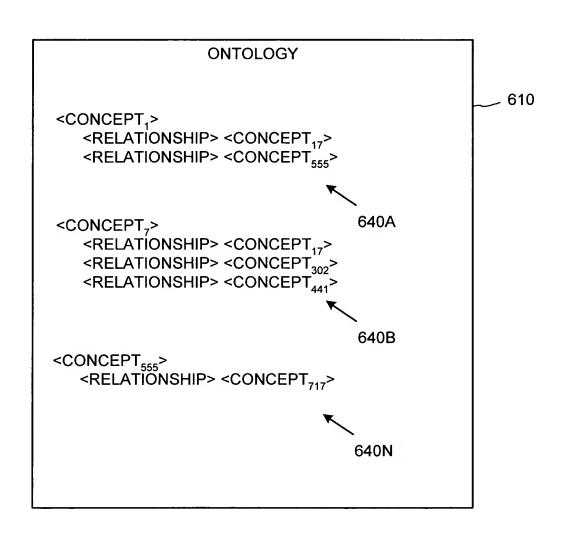


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FIG. 6

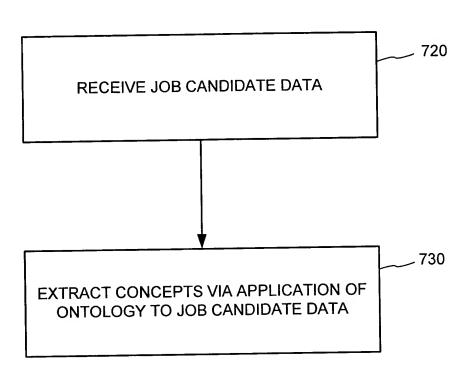




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FIG. 7

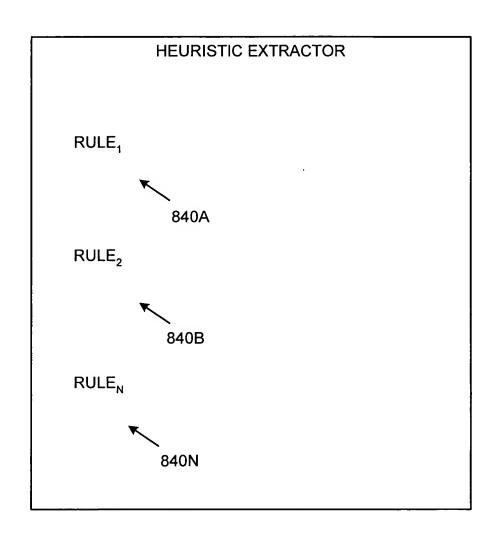
700 **∠**



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FIG. 8





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900

FIG. 9

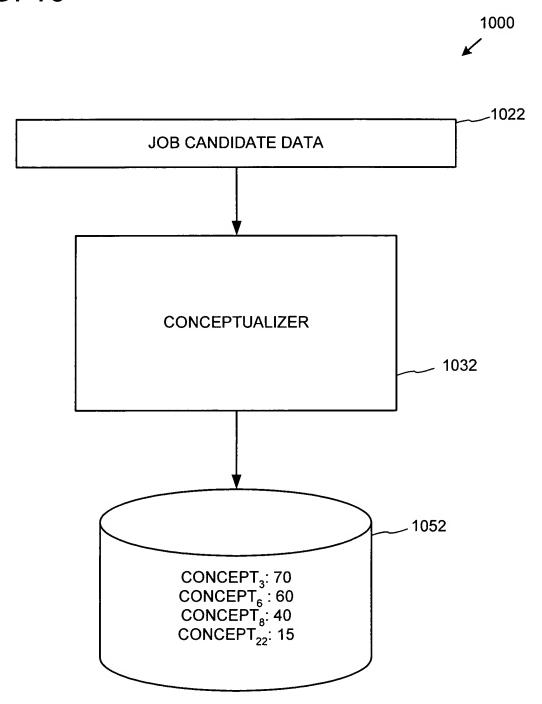
P20
RECEIVE JOB CANDIDATE DATA

920

EXTRACT CONCEPTS VIA APPLICATION OF RULE(S) TO JOB CANDIDATE DATA

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FIG. 10



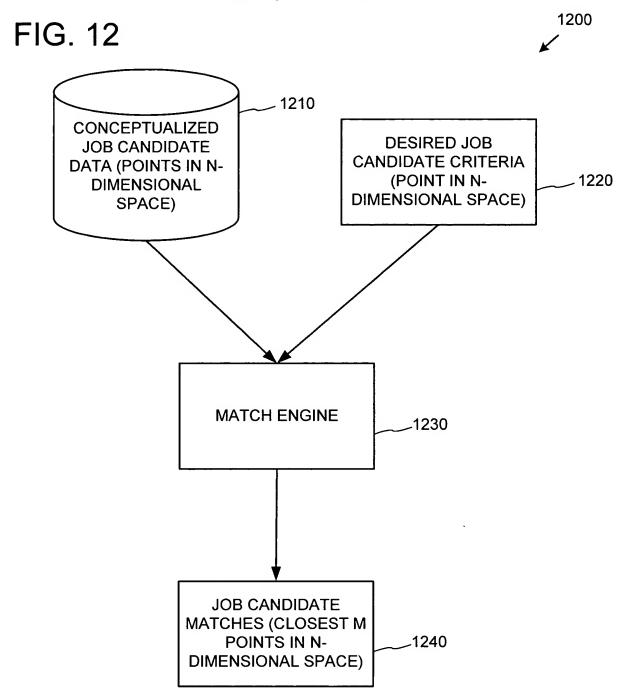
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FIG. 11

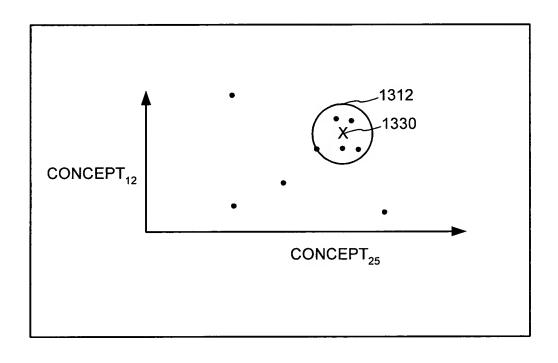
OUTPUT CONCEPTS AND CONCEPT SCORES BASED ON COMBINED ANALYSIS OF EXTRACTORS



INFORMATION
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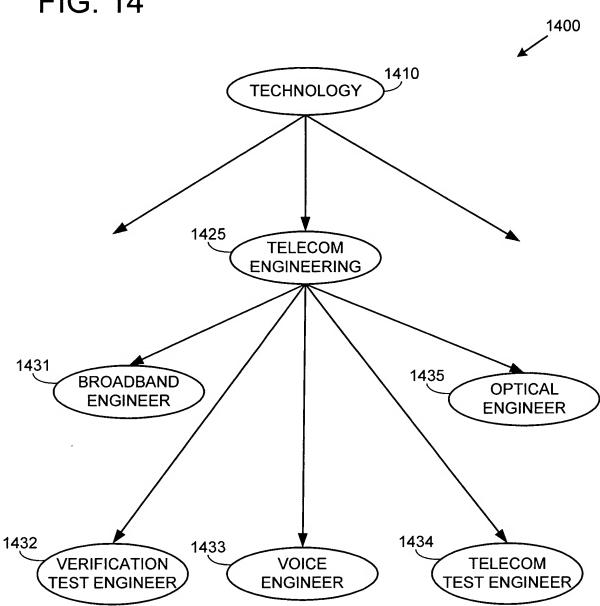
FIG. 13





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1500

FIG. 15

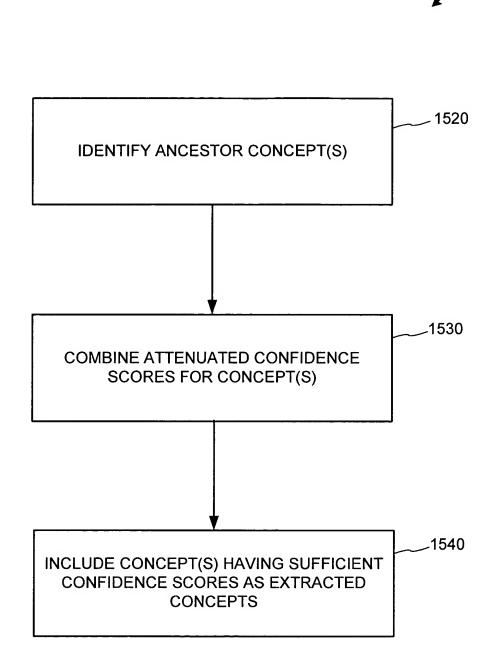
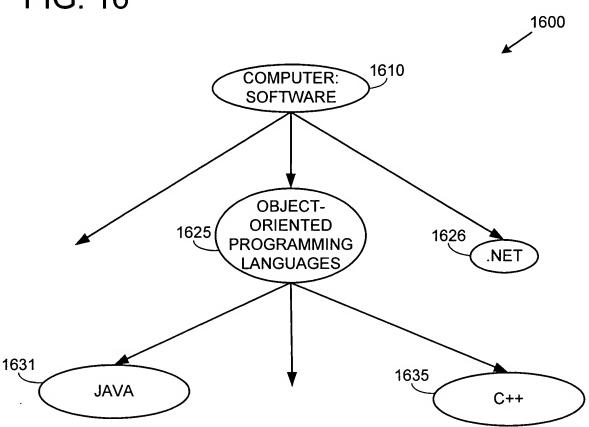


FIG. 16



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FIG. 17

STORE TERMS EXTRACTED BY SPECULATIVE EXTRACTOR(S)

DESIGNATE FREQUENTLY-FOUND TERMS AS PROPOSED TERMS

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FIG. 18

1800

1820

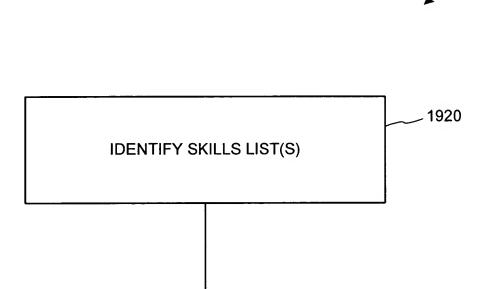
STORE CONTEXT OF PROPOSED TERM FOR A PLURALITY OF JOB CANDIDATES

1830

SUGGEST POSITION, IF ANY, FOR PROPOSED TERM AS CONCEPT IN ONTOLOGY BASED ON CONTEXT

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FIG. 19



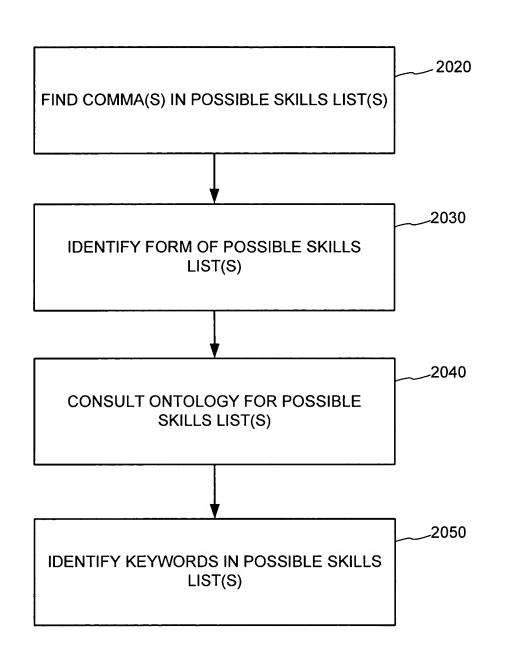
1900

_1930

EXTRACT SKILL(S) FROM IDENTIFIED SKILLS LIST(S)

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FIG. 20

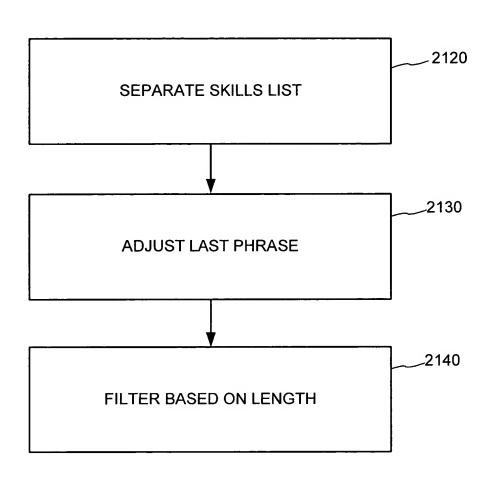


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Inventor(s): Crow et al.

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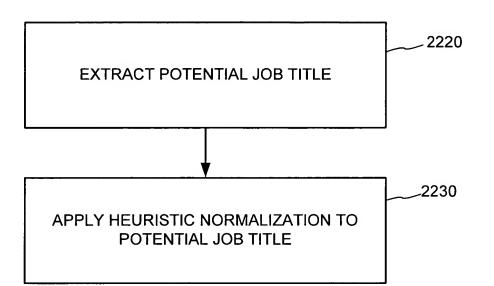
FIG. 21



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FIG. 22



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Inventor(s): Crow et al.
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FIG. 23

2300

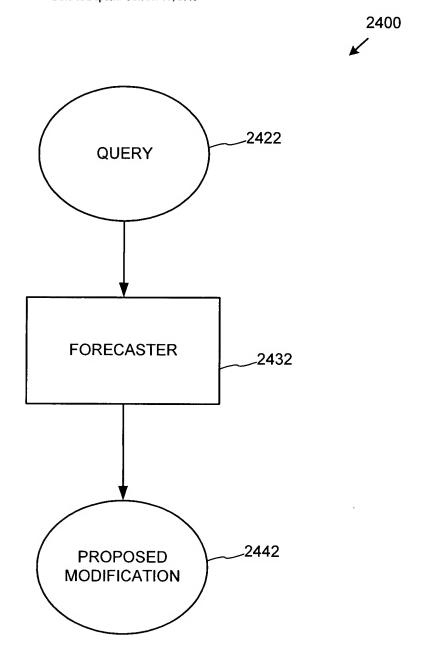
ADD TO CONFIDENCE SCORE BASED ON KNOWN MANAGEMENT ROLE(S)

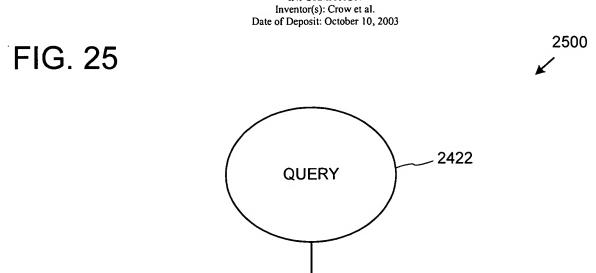
ADD TO CONFIDENCE SCORE BASED ON MANAGEMENT KEY PHRASES

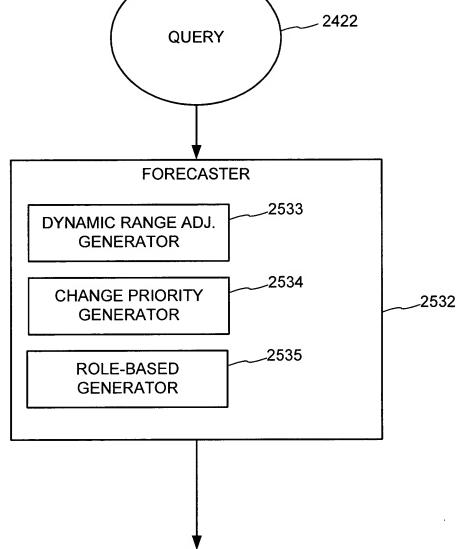
2330

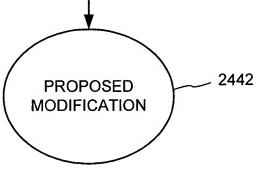
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FIG. 24









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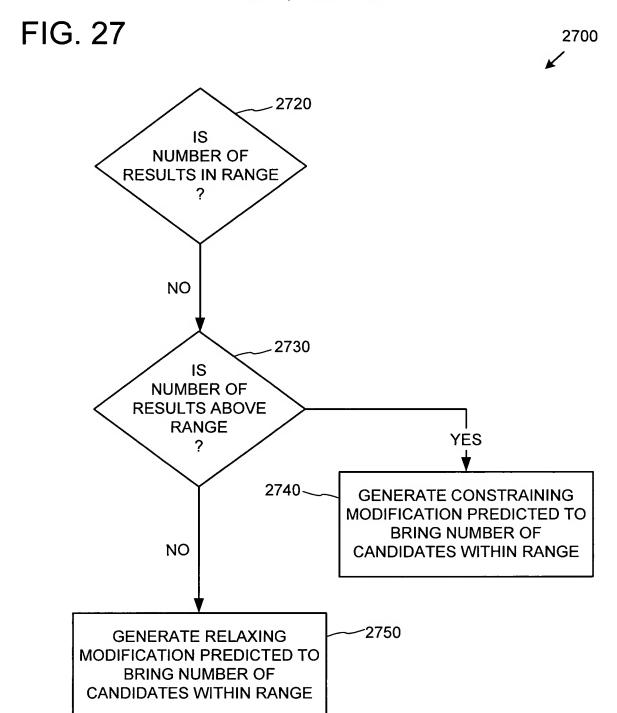
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FIG. 26

2600

DETERMINE WHETHER NUMBER OF JOB CANDIDATES MATCHING QUERY IS WITHIN DESIRED RANGE

GENERATE PROPOSED MODIFICATION TO BRING NUMBER OF CANDIDATES WITHIN RANGE 2630



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FIG. 28

2800

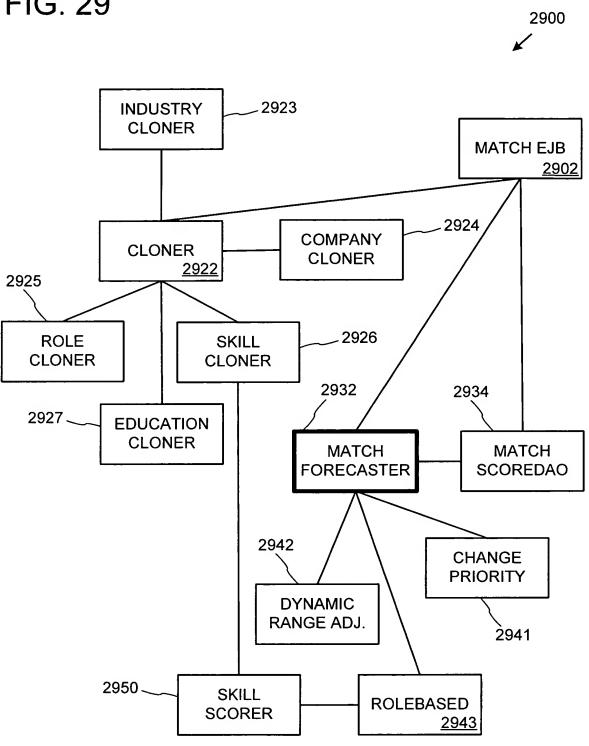
EXTRACT CONCEPTS FROM JOB CANDIDATE DATA OF DESIRABLE JOB CANDIDATE AS DESIRABLE JOB CANDIDATE CRITERIA

_2830

2820

SUBMIT THE DESIRABLE CRITERIA FOR MATCHING AGAINST OTHER CANDIDATES





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FIG. 30

3000

COLOR KEY: EXCELLENT GOOD FAIR

(1-10 CANDIDATES DISPLAYED; 30 TOTAL)
<u>SEE ALL MATCHING CANDIDATES</u>

ADD TO PROSPECTS

REFINE MATCH CRITERIA

CANDIDATE NAME

JOHN SMITH
APPLIC

ANT
VALENTINA ROMA
RIZWAN HESS
EMPLOYEE

...
CATHY DOWNES

TYPE
APPLIC
APPLIC

APPLICANT
APPLICANT

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FIG. 31

3100

CANDIDATE OVERVIEW

NAME:

JOHN SMITH

MOST RECENT

SMART MODULAR TECHNOLOGIES,

EXPERIENCE:

ACCOUNTING CONSULTANT / FINAN. ANALYST

HIGHEST SCORING **SKILL CONCEPT:**

BUDGETING, ACCOUNTING, FORECASTING

EDUCATION:

FINANCE OPTION, BACHELOR

LOCATION:

HAYWARD, CA

WORK STATUS:

N/A

LAST LOGIN:

1/9/03 12:32 PM

DESIRED SALARY:

\$65,000.00

WORKSTYLE MATCH:

MANAGEMENT EXP:

NOTE: THIS CANDIDATE HAS CHANGED JOBS FREQUENTLY

_3180